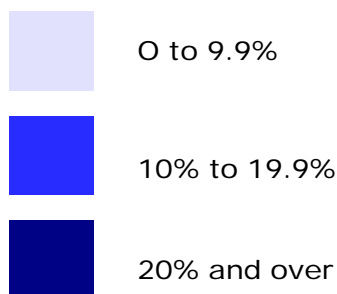
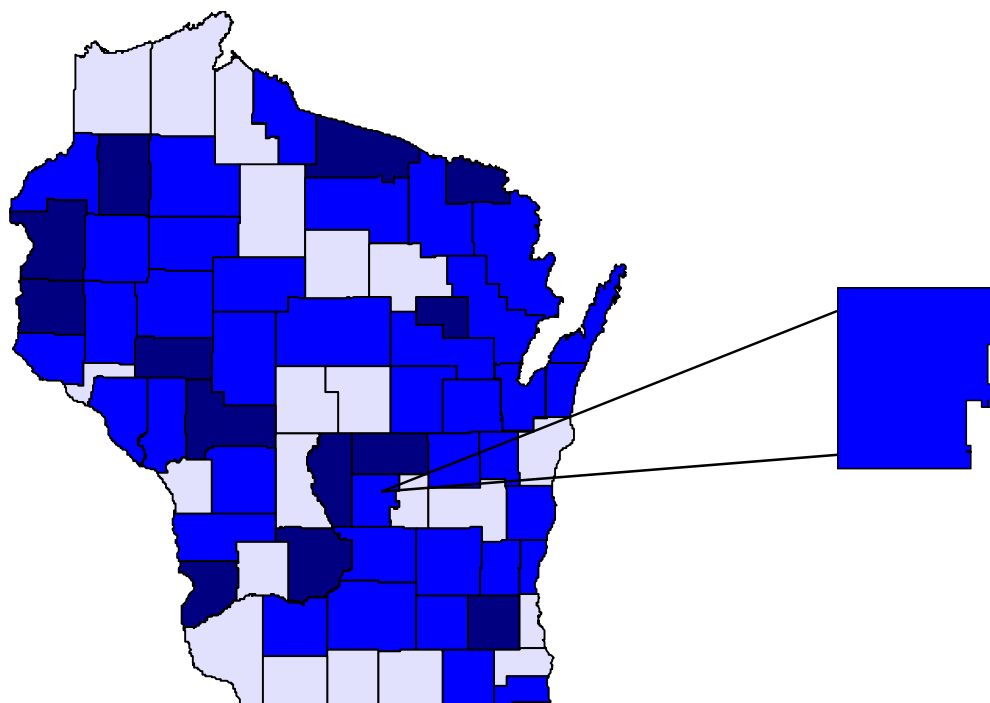


# Marquette County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development  
Division of Workforce Solutions  
Bureau of Workforce Information  
October 2001



State of Wisconsin  
Department of Workforce Development

## Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Marquette County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

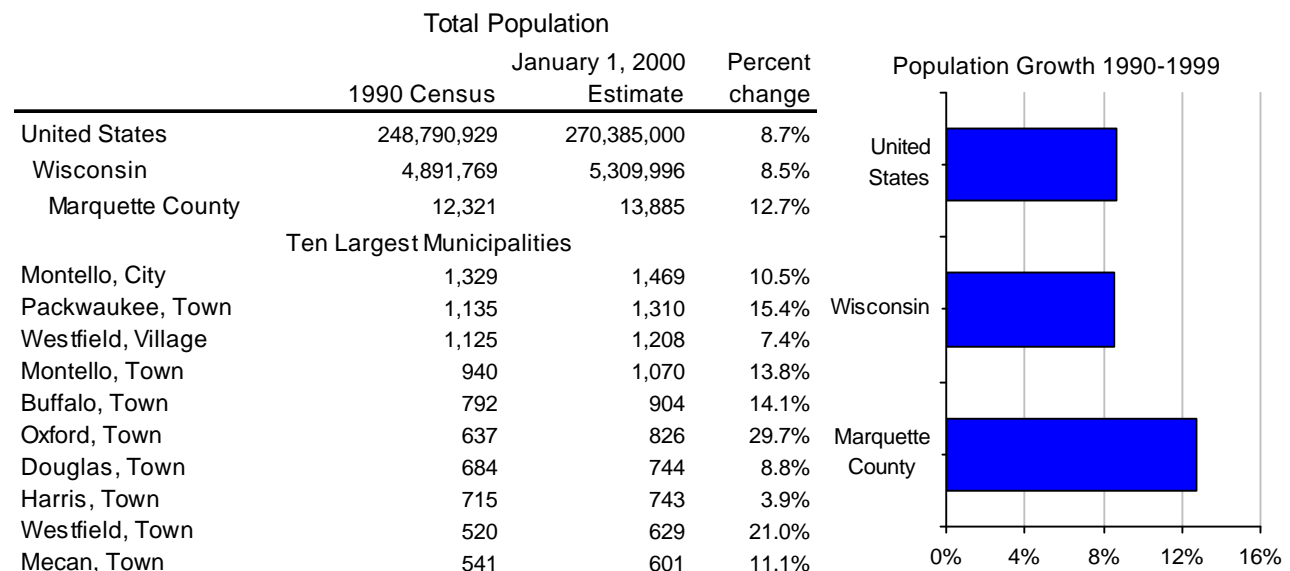
For more detailed information or clarification, please contact your local labor market analyst,  
Dan Barroilhet, by telephone (608-242-4885) or email ([barroda@dwd.state.wi.us](mailto:barroda@dwd.state.wi.us)).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

## Marquette County Population and Civilian Labor Force

Between the 1990 Census and the January 1, 2000 estimate of the 1999 population, Marquette County grew 1,564 people or 12.7 percent, which was roughly 4 percent faster than the statewide or national average. Of Wisconsin's 72 counties, Marquette had the twelfth-fastest proportional growth and the forty-fifth highest numerical growth. It was also one of only seventeen counties to experience more deaths than births between 1990 and 1999. In the absence of positive net in-migration (migration into the County minus migration out of the County), the population would have fallen. Net in-migration was estimated to be around 1,655, or roughly 13.4 percent of the 1990 population.

Marquette County's ten most populous municipalities accounted for 57.3 percent of the County's population and 5.7 percent of its population growth. The County's five most populous municipalities accounted for 23.3 percent of its population and 2.3 percent of its population growth. Although not yet among the ten most populous municipalities, the Town of Neshkoro experienced the 7th highest numerical growth (100 people), Springfield had the eighth highest (92 people), and the Endeavor had the tenth highest (83 people).

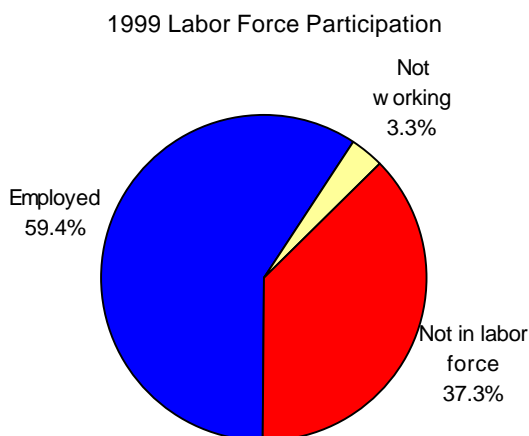


\* Marquette County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The first step toward understanding labor force participation rates may be to define who is not in the labor force. People who do not seek work, such as students, homemakers, retirees and discouraged workers are “not in the labor force”. People who are ineligible for employment are not counted as “not working” and are not counted as “not in the labor force”; they are excluded altogether from the discussion. Reasons for ineligibility include incarceration, institutionalization, active military service or insufficient age (under 16). The term “unemployed” (or “not working”) refers only to bona fide job seekers who are not working.

The participation rate is the share of the employment-eligible population that works or looks for work. On average, in 1999, roughly 62.7 percent of Marquette County’s employment-eligible residents worked or sought work. This is somewhat lower than the statewide average of 72.3 percent and nearly matched the national average of 67.1 percent, and it represents a decline from the 1998 participation rate of 63.5 and 65.3 percent



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

in 1997. Several factors could contribute to this decline. If wages do not grow as fast as other income sources (see page 7), people have less incentive to work or look for work. An increase in the retired population would contribute directly to the share of the employment-eligible population that is “not in the labor force”. The demographic data discussed below suggests that retirement may alter the labor force landscape in coming years.

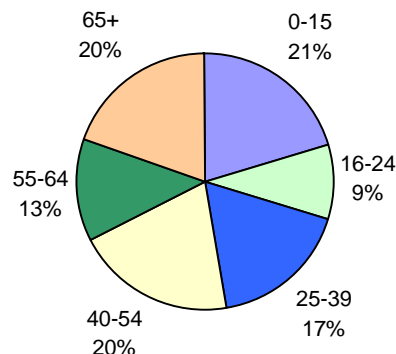
The number of people in the labor force grew 4.1 percent in 1996, and grew 2.0 percent in 1997. It did not grow at all in 1998 and it shrank 3.8 percent in 1999. Along with this trend, the labor market will be influenced by the aging of workers in the baby-boom generation (those born between 1946 and 1964, who were 35 to 53 years old in 1999).

The table and chart below show that Marquette County’s population growth was distributed unevenly among the age groups. Between 1990 and 1999, the total increase in population was 1,564 people. The 40- to 54- year old group gained 832 people, which equals 57.1 percent of the total population growth. The next largest increase was 249 people added to the 65-and-older population (15.9% of population growth), and they were closely followed by the 55- to 64-year-olds, who gained 212 people, (13.6% of population growth). Employers concerned about how to replace baby-boomers leaving the workforce will notice that the 25- to 39-year-old group actually shrank by 73 people (-4.6% of population growth). The under-40 group grew 3.3 percent, accounting for 13.4 percent of total growth while the 40-and-over group grew 22.6 percent, accounting for 86.6 percent of total growth.

Marquette County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	2,713	2,858	5.4%
16-24	1,122	1,259	12.2%
25-39	2,502	2,430	-2.9%
40-54	1,909	2,803	46.8%
55-64	1,576	1,788	13.5%
65+	2,499	2,748	10.0%

Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau



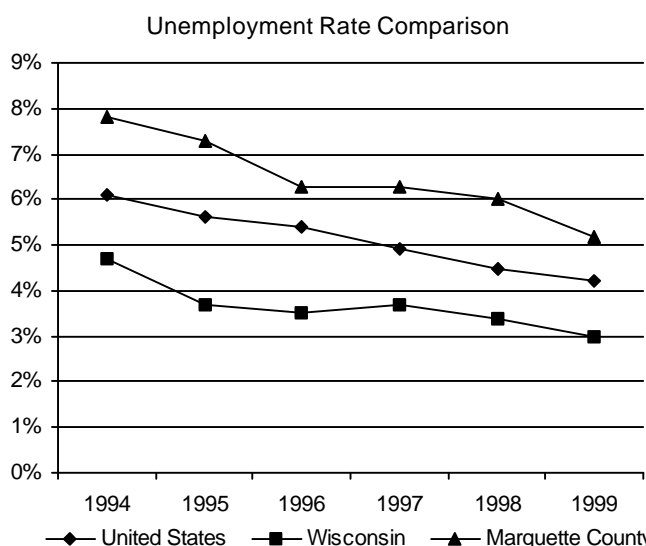
Marquette County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	6,500	6,700	7,000	7,100	7,100	6,900
Employed	6,000	6,200	6,600	6,700	6,700	6,500
Unemployed	510	490	440	450	430	360
Unemployment Rate	7.8%	7.3%	6.3%	6.3%	6.0%	5.2%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

From 1994 to 1999, Marquette County's unemployment rate fell from 7.8 percent to 5.2 percent. Contributing factors included the falling participation rate (discussed on page 2), and an increase of over 500 employed persons (8.8 percent). In 5 the years of declining unemployment rates since 1994, 1999 was the first year then the fall in the number of unemployed persons was far smaller than the fall in the number of persons in the labor force. The number of employed persons grew 4.2 percent in 1995, 5.2 percent in 1996, 2.0 percent in 1997 and 0.3 percent in 1998; and it declined 3.1 percent in 1999. Over the same time period (1994 to 1999) Marquette County employers reported an increase of nearly 3,700 jobs (18.1 percent) (see page 4).

This divergence reflects the difference between workers and jobs. The labor force figures (reported on pages 2 and 3) are derived from surveys of Marquette County residents, while the wage and salary figures (reported on page 4) are derived from surveys of Marquette County employers. Three factors contribute to the gap between these data sets: 1) They are derived from separate surveys with unrelated samples and different methodologies. 2) One resident can hold more than one job but cannot be counted as "employed" more than once. Therefore, an increase in multiple job holding can allow growth in the number of jobs to out-



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

pace growth in the number of employed persons. 3) People residing outside of the County never count toward the County's labor force or employment figures, but can commute to work for a Marquette County employer. Hence, increased inbound commuting (or decreased outbound commuting) could allow local employers to increase the number of jobs even though local residents are not accepting those jobs. Commuting data below suggest that the first and second factors are more important in Marquette County than the third.

## Marquette County Commuting Patterns

	Commute Into	Commute From	Net Commute
Green Lake	244	83	-161
Waushara	101	205	104
Columbia	909	210	-699
Adams	71	325	254
Juneau	26	51	25
Sauk	86	70	-16
Elsewhere	720	3	-717
Total	2,157	947	-1,210
Work within Marquette County	2,956		

Source: WIDWD, Bureau of Labor Market Information and Customer Service. Wisconsin's Commuting Patterns, 1994.

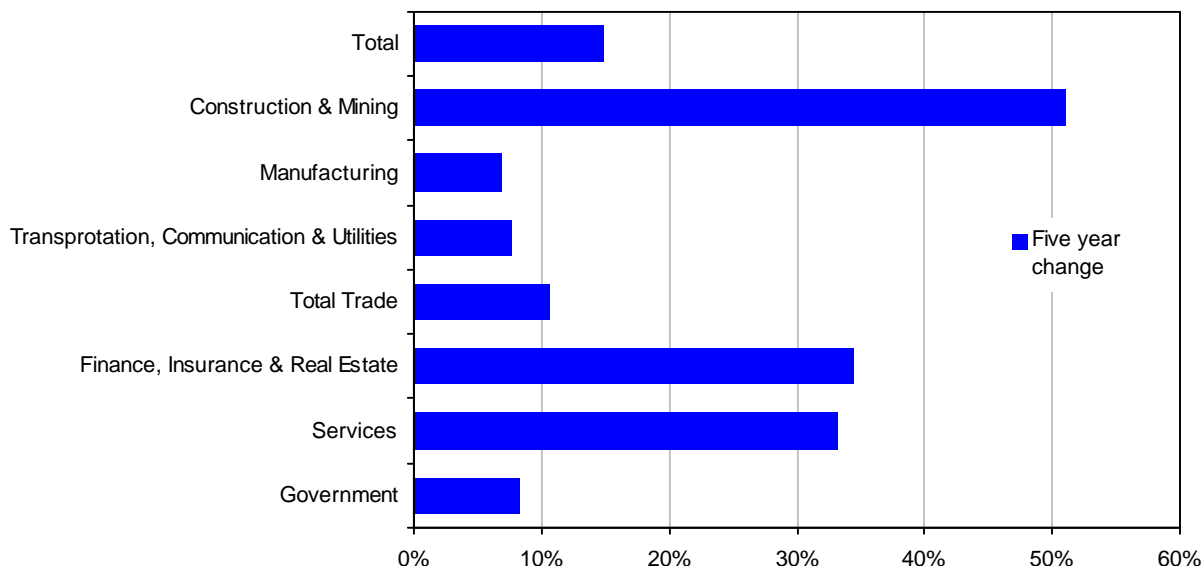


[The above commuting estimates were based on 1990 census data. Comparable data from the 2000 census will not be released before mid 2002 and updated commuting estimates will not be available before 2003. Although numbers will change, general patterns of movement are expected to continue.]

Nearly 2,200 people leave Marquette County for work each day. Roughly 900, (or 42 percent of outbound commuters) go to Columbia County, nearly 250 (or 11.3 percent) go to Green Lake County, and just over 200, (or 10.0 percent) go to Dane County. Of nearly 950 inbound commuters, over 300, (over a third) come from Adams County, roughly 200 (over a fifth) come from Columbia County.

Marquette County's population and economy are not as geographically centered or concentrated as other counties. Several of the larger municipalities, (including Packawaukee, Westfield and Oxford) are near at least one County border and a major road connecting Marquette County to its neighbors. If commuting patterns change, they will most likely reflect changes in relative availability of jobs and wage differentials.

## Marquette County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change 1 year	5 year
<b>Total</b>	3,324	3,474	3,503	3,694	3,829	3,818	-0.3%	14.9%
<b>Goods Producing</b>	1,254	1,331	1,307	1,404	1,409	1,416	0.5%	13.0%
Construction & Mining	175	245	205	263	259	264	2.0%	51.0%
Manufacturing	1,079	1,086	1,103	1,141	1,151	1,152	0.2%	6.8%
Durable	597	542	530	514	518	492	-5.0%	-17.6%
Nondurable	482	544	573	628	632	660	4.4%	37.1%
<b>Service Producing</b>	2,070	2,143	2,196	2,290	2,420	2,402	-0.7%	16.0%
Transportation, Communications & Utilities	99	85	62	72	109	106	-2.4%	7.7%
Total Trade	730	715	750	754	773	808	4.4%	10.7%
Wholesale	105	84	78	75	80	75	-6.0%	-29.1%
Retail	624	631	672	679	694	733	5.6%	17.4%
Finance, Insurance, and Real Estate	79	89	81	88	105	106	1.0%	34.4%
Services & Misc.	491	569	595	660	709	654	-7.8%	33.2%
Total Government	673	685	707	715	724	729	0.6%	8.3%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

The nonfarm wage and salary employment figures estimate the number of jobs in Marquette County that pay a wage or a salary. Self-employed people, business proprietors, and family farms are not included because they are outside the standard payroll systems that generate these figures. (Despite the term “nonfarm”, an agricultural job paying a wage or salary is included in “services & misc.”)

Marquette County gained nearly 500 jobs between 1994 and 1999, an increase of 14.9 percent. Along with falling participation rates (see page 2), this contributed to falling unemployment rates (see page 3). Job growth has slowed from 5.4 percent in 1997 to 3.7 percent in 1998 and -0.3 percent in 1999. If unemployment is falling at the same time the number of jobs is falling, it suggests that job reduction is slower than (and perhaps due to) people leaving the labor force.

Job growth in nondurable goods manufacturing has stayed ahead of job declines in nondurable goods manufacturing, but the margin is modest. Until 1996, durable goods manufacturing had provided more jobs than nondurable goods manufacturing.

Given that Marquette County’s population growth relies on people moving in (see page 1), and given the age demographics discussed on page 2, it seems likely that many people are moving to Marquette County and buying or building homes. This would be consistent with strong growth in construction and real estate. Also, this combination of trends would be consistent with increasing demand for services related to health care and home maintenance.

# Marquette County's Largest Industries and Employers

## Top 10 Industry Groups

Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Food And Kindred Products	*	*	*	*
Educational Services	4	395	21	29
Eating And Drinking Places	39	314	-8	69
Lumber And Wood Products	10	201	29	13
Automotive Dealers & Service Stations	12	195	5	64
Social Services	15	183	14	30
Industrial Machinery And Equipment	5	163	9	-63
Health Services	8	92	-14	-59
Food Stores	4	91	-1	-43
Local And Interurban Passenger Transit	*	*	*	*

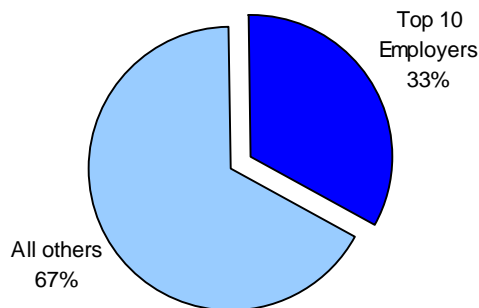
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## Top 10 Employers

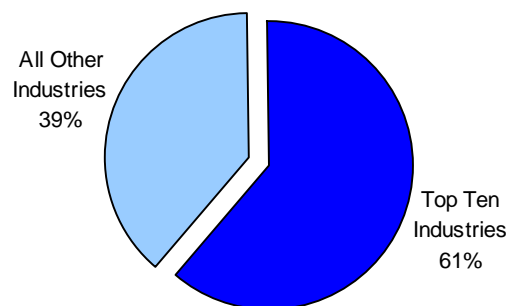
Company	Product or Service	Size
Brakebush Brothers Inc.	Food processing	500-999
Glen Oak Lumber & Milling Inc.	Lumber and milling	100-249
Nelson Industries Inc.	Industrial & commercial equipment	50-99
Pioneer of Westfield Inc.	Gasoline service stations	50-99
Montello Products Co.	Electrical wiring and devices	50-99
Northland Community Services Inc.	Individual and family social services	50-99
Montello Care Center Inc.	Skilled nursing care	50-99
Europlast Ltd.	Plastic products	20-49
D D D Inc.	Grocery stores	20-49
Discounters Inc.	Gasoline service stations	20-49

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.

Top 10 Employers Share of Nonfarm Employment



Top 10 Industry Groups Share of Nonfarm Employment



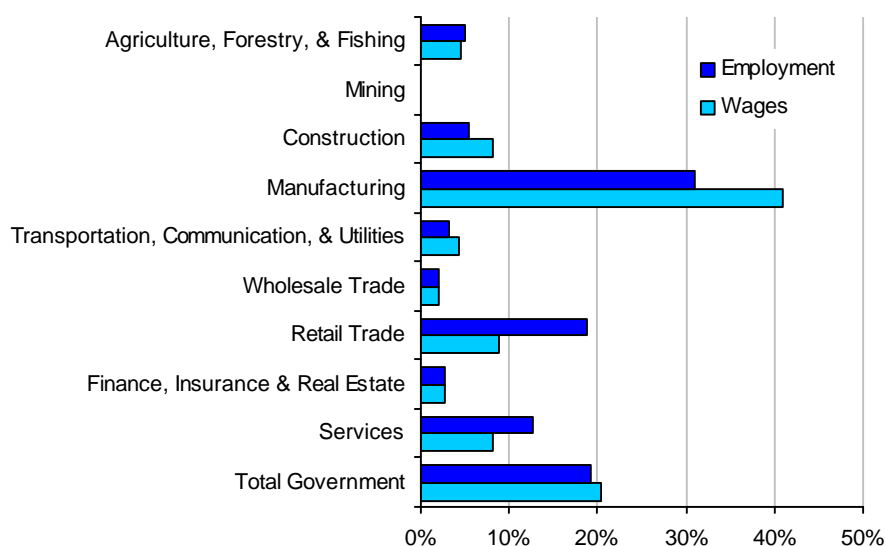
A review of the largest industry groups in Marquette County suggests a relatively diverse local economy which is not dominated by a single sector or cluster. The share of total nonfarm employment attributed to the top ten employers is rather low compared to other counties in Wisconsin. The list of the top-10 employers above shows that the number of employees per employer is generally not very high. The two employers with the highest number of employees are in labor-intensive industries (food processing and lumber milling) which are well-suited to take advantage of economies of scale.

Sectors reporting high job growth between 1994 and 1999 included "eating and drinking places" and "automobile dealers and service stations", both reporting relatively few employees per employer and high numbers of employers. A single location in either of these industries can operate with a relatively small number of people, multiple locations under common ownership can add up quickly.

## Marquette County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$21,141	\$29,609	71.4%	4.9%	22.9%	3,713
Agriculture, Forestry, & Fishing	\$19,072	\$21,499	88.7%	9.1%	39.3%	183
Mining	*	\$39,968	*	*	*	*
Construction	\$32,049	\$36,772	87.2%	0.4%	1.1%	201
Manufacturing	\$27,945	\$37,773	74.0%	5.2%	35.5%	1,150
Transportation, Communications, & Utilities	\$29,551	\$34,523	85.6%	13.4%	29.2%	114
Wholesale Trade	\$20,485	\$38,048	53.8%	3.4%	19.5%	78
Retail Trade	\$9,998	\$15,066	66.4%	4.7%	21.1%	698
Finance, Insurance, & Real estate	\$20,411	\$37,911	53.8%	0.7%	10.3%	102
Services	\$13,611	\$26,041	52.3%	-0.4%	5.6%	470
Total Government	\$22,357	\$32,017	69.8%	4.1%	16.8%	715

Total Employment and Wage Distribution by Industry Division



Source: WI DWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

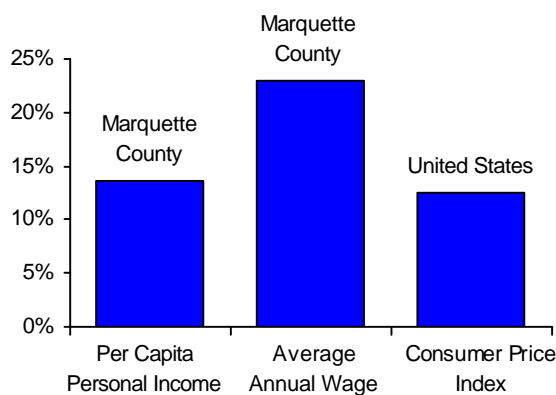
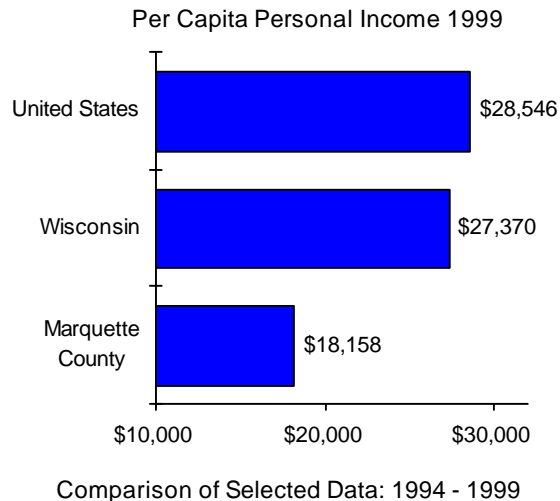
In 1999, the average wage for people working in Marquette County was over \$21,000, reflecting an increase of 4.9 percent from 1998 and 22.9 percent from 1994. At 71.4 percent of statewide average wages, Marquette County employers are paying closer to statewide wages than they did in 1997, when the ratio was 69.7 percent. From 1994 to 1999, agriculture, forestry and fishing experienced the largest proportional wage gain of any industry in Marquette County. Much of this growth may be attributable to landscaping for new houses and yard maintenance for elderly residents. (Page 1 shows that Marquette County relies entirely on people moving to the county to generate population growth. Page 2 shows that over 86 percent of the population growth is attributed to people over 40. Page 4 shows proportionally strong job growth in real estate and construction.) Still, the agriculture, forestry and fishing industry employs less than 200 people and pays lower wages than most sectors. Over the same time period, the construction industry paid close to state average wages for people in that sector, employed relatively few people and saw its wages advance very slowly.

In 1999, the manufacturing sector generated 31 percent of Marquette County's jobs and nearly 41 percent of the County's wages, while retail trade accounted for roughly 18.8 percent of the County's jobs and less than 9 percent of the County's wages. Part of this disparity may be due to the prevalence of full time jobs and overtime in the manufacturing sector contrasting with frequency of part time jobs in the retail sector.

At least part of the gap between Marquette County's wages and statewide average wages is attributable to the absence of a nearby metropolitan population center or business center. Financial workers, business consultants, computer specialists and other well-paid service workers tend to gravitate toward areas with mature markets for their services. Insurance wages depend largely on the presence of a headquarters or processing center that generates technical, professional and managerial jobs. Retailers wages are likely to be higher if shoppers are numerous enough to justify full time shifts and wealthy enough to buy upscale goods.



## Marquette County Wage and Income Data



Per capita personal income (PCPI) includes income from wages and self-employment, investment income (dividends, interest and rent), and transfer payments (social security, insurance and public assistance). In 1999, Marquette County's PCPI was \$18,518. This was 13.7 percent higher than the 1994 PCPI of \$15,977. Wisconsin's non-metropolitan counties saw PCPI growth of 25.1 percent over this period, from \$18,174 to \$22,732. In 1994 Marquette County's PCPI was 73.6 percent of the statewide average and has drifted down to 66.3 percent of the annual statewide average, also sliding from 87.9 percent of the non-metropolitan average to 79.9 percent of the non-metropolitan average. The Consumer Price Index, (a leading measure of inflation published by the Bureau of Labor Statistics), rose 12.4 percent between 1994 and 1999. Even after adjusting for inflation, PCPI appears to have grown slightly, but gains were distributed unevenly.

According to the payroll survey on page 6, wages paid by Marquette County employers grew 22.9 percent between 1994 and 1999. Meanwhile, PCPI analysis shows that Marquette County residents' investment income increased 42.5 percent. Dividends, rents and interest payments increase income inequalities because they go only to those who can afford to invest and go disproportionately to those who can afford to invest large sums. Transfer payments would mitigate the effects of income inequality, but the 21.3 percent growth rate of transfer payments lagged far behind that of investment income.

	Per Capita Personal Income						Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Marquette County	\$15,977	\$16,156	\$16,556	\$17,060	\$17,649	\$18,158	2.9%	13.7%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

### Selected Occupational Wage Data

	Mean	Median
Retail salesperson	\$8.40	\$7.09
Cashier	\$6.72	\$6.40
Team assembler	\$10.00	\$9.81
Stock clerk or order filler	\$8.06	\$7.35
Hand laborer, material mover	\$9.20	\$9.09
General office clerk	\$9.41	\$9.25
General or operations manager	\$24.48	\$21.40
Heavy truck/tractor-trailer driver	\$14.47	\$13.39
Registered nurses	\$18.54	\$17.99
Nursing aid, orderly or attendant	\$8.74	\$8.41
Janitor or cleaner	\$8.70	\$8.24
Gen. maintenance/repair worker	\$12.43	\$11.97
Hand packer or packager	\$9.01	\$8.69
Customer service representative	\$11.15	\$10.78
Accounting clerk/bookkeeper	\$10.37	\$10.06

Source: DWD, BWI, 1999 OES wage survey for Balance of State  
See: [http://www.dwd.state.wi.us/lmi/wages\\_oesmsa.htm](http://www.dwd.state.wi.us/lmi/wages_oesmsa.htm)

The wages for the selected occupations were reported by employers in the non-metropolitan areas of Wisconsin that responded to the Occupational Employment Statistics (OES) survey. Wages vary considerably from county to county depending on dominant industries and availability of jobs within commuting distance. Wages indicate what types of goods and services a county's workers and employers can afford.

The mean wage is the sum of all wages in an occupation divided by the number of wage earners in the occupation. The median wage is the midpoint of reported wages for an occupation; the same number of people was reported above this wage as below.

The occupations listed were selected because they employ the largest number of people in non-metropolitan Wisconsin. Jobs in health care and retail are plentiful, and many are geared toward workers with high school education or 2-year college degrees more than people with 4-year degrees.